



Intentional Leadership - Breakthrough Conversations - Remarkable Results
www.transformationstrategies.com

MANAGEMENT, ORGANIZATIONAL AND BUSINESS IMPROVEMENT SERVICES (MOBIS)
Industrial Group: 874
Contract #: GS-10F-0580N
Contract Period: September 9, 2009 to September 8, 2014

Contractor: Transformation Strategies, Inc.
5200 Baltimore Ave. #200
Hyattsville, MD 20781
Telephone: 301-887-0220
Bus. Size: Small Business
Website: www.transformationstrategies.com
POC: Robert Devlin
email: bob@transformationstrategies.com

Transformation Strategies is a leadership development and organizational change consulting firm bringing leading-edge management tools to business, non-profits and government. We have successfully helped corporations, universities, government agencies and small businesses to increase productivity, improve teamwork, enhance processes and effectively manage change. Transformation Strategies provides individualized, customized service -- no canned solutions, no off-the-shelf reports. We are experts at getting organizations, large and small, to work together to create change and achieve desired results.

Services and Solutions

Leadership Development

The Transformation Strategies Overall Approach

Transformation Strategies has deep experience and capability in building leadership and management training systems, delivering breakthrough training, and providing coaching. We base all of our development work on these principles:

- Learning new leadership skills and behaviors in a community of leaders that challenges and supports—and leads to lasting individual change
- An action learning focus that includes work on real organizational challenges to create organizational impact while developing new leadership skills
- Learning strategies that create organizational alignment and lead to effective change
- Simple models applied with discipline and rigor

We have leadership and management training solutions for all levels of your leadership pipeline – for executive leaders, leaders in the middle, and front line managers.

Strategic Planning

Transformation Strategies facilitates participatory strategic planning processes for community and national organizations. Our planning philosophy is to involve a wide range of players in the process to build plans that have significant stakeholder buy-in that ultimately mobilizes positive energy for implementation. Our approach is customized to each situation and depends on the goals of the plan, the risks and stakes involved, and the time available.

We often draw on the following methodologies in creating strategic plans:

- Future Search Conferences
- Open Space Technology
- Technologies of Participation

Coaching—Individual Coaching, Team Coaching, Coaching Programs

Transformation Strategies has extensive experience coaching individual leaders and creating coaching programs for organizations. Our action approach to coaching helps leaders and teams engage in learning that is both personally relevant and designed for organizational impact.

Organizational Change Processes

We work with leaders and teams to plan and implement organizational and cultural change. This might include assessing and easing the impact of reorganizations, realignments, mergers, and acquisitions.

Leadership Team Alignment

We work with leadership teams and multiple levels of leadership to build alignment and help them identify the “critical few” changes or goals they all want to hold their attention. This creates great focus and energy for implementing strategy and creating change.

Alignment and Action Process

Our *Alignment and Action Process* engages three levels of leadership in a series of exploratory and action-oriented dialogues over 3-5 days. We begin with a data collection process followed by a series of planning meetings and end up with up with an extended offsite with up to 50 leaders to engage the critical issues facing the business and plan for a compelling future.

Team Building

- Team Start-ups
- Interventions with Teams in Conflict
- Team Effectiveness Audits
- Learning to Work Successfully with Team Diversity
- Innovation and Creativity Training

TRANSFORMATION STRATEGIES, INC.
GENERAL MOBIS CONTRACT INFORMATION

**MANAGEMENT, ORGANIZATIONAL AND BUSINESS IMPROVEMENT SERVICES
(MOBIS)**

INDUSTRIAL GROUP: 874

CONTRACT PERIOD: SEPTEMBER 9, 2009 TO SEPTEMBER 8, 2014

**CONTRACT MANAGEMENT AND ADMINISTRATION
ROBERT DEVLIN, PRESIDENT
TRANSFORMATION STRATEGIES, INC.
5200 BALTIMORE AVENUE, SUITE 200
HYATTSVILLE, MD 20781
301/887-0220**

**FAX: 301-637-3453
EMAIL: BOB@TRANSFORMATIONSTRATEGIES.COM
BUSINESS SIZE: SMALL BUSINESS
CONTRACT NUMBER: GS-10-F-0580N**

1. SPECIAL ITEM NUMBERS

**SIN 874-1 AND 874-1RC CONSULTING SERVICES
SIN 874-2 AND 874-2RC FACILITATION SERVICES
SIN 874-3 AND 874-3RC SURVEY SERVICES**

2. MAXIMUM ORDER LIMITATION \$1,000,000

3. MINIMUM ORDER: PLEASE CONTACT VENDOR

4. GEOGRAPHIC COVERAGE: DOMESTIC AND OVERSEAS

5. POINT(S) OF PRODUCTION - SAME AS COMPANY ADDRESS

**6. DISCOUNT/PRICING: PRICES SHOWN ARE NET PRICES AND INCLUDED ALL
APPLICABLE DISCOUNTS.**

7. QUANTITY/VOLUME DISCOUNTS: NONE OFFERED

8. PROMPT PAYMENT - NET 30 DAYS.

9. GOVERNMENT COMMERCIAL CREDIT CARDS - ACCEPT OVER \$2500

10. FOREIGN ITEMS- NOT APPLICABLE

11. TIME OF DELIVERY - AS SPECIFIED ON THE TASK ORDER

**12. EXPEDITED DELIVERY - PLEASE CONTACT VENDOR CONTRACT ADMINISTRATION
FOR EXPEDITED DELIVERY.**

**13. OVERNIGHT AND 2-DAY DELIVERY- PLEASE CONTACT VENDOR CONTRACT
ADMINISTRATION FOR OVERNIGHT
AND 2-DAY DELIVERY.**

14. URGENT REQUIREMENTS - PLEASE CONTACT VENDOR CONTRACT ADMINISTRATION FOR URGENT REQUIREMENTS.

15. F.O.B. POINTS- DESTINATION

16. ORDERING ADDRESS: SAME AS COMPANY ADDRESS

17. PAYMENT ADDRESS: SAME AS COMPANY ADDRESS

18. WARRANTY PROVISION - CONTRACTOR WARRANTS AND IMPLIES THAT THE ITEMS DELIVERED UNDER THIS CONTRACT ARE MERCHANTABLE AND FIT FOR THE PARTICULAR PURPOSE DESCRIBED IN THIS CONTRACT.

19. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE (ANY THRESHOLD ABOVE THE MICROPURCHASE LEVEL): N/A

20. YEAR 2000 COMPLIANT – YES

21. DUNS NUMBER: 12-595-2049

22. CENTRAL CONTRACTOR REGISTRATION DATABASE: REGISTERED IN CCR

PRINCIPAL CONSULTANT - ONSITE \$280.47, OFFSITE \$280.47,
SENIOR CONSULTANT - ONSITE \$224.38, OFFSITE \$224.38,
CONSULTANT - ONSITE \$179.50, OFFSITE \$179.50,
FACILITATOR - ONSITE \$134.63, OFFSITE \$134.63,
PROJECT ASSOCIATE - ONSITE \$58.33, OFFSITE \$58.33

23. LABOR CATEGORY DESCRIPTIONS:

PRINCIPAL CONSULTANT

EDUCATIONAL REQUIREMENTS: MASTERS DEGREE IN ORGANIZATIONAL BEHAVIOR, MANAGEMENT, PSYCHOLOGY OR RELATED PROFESSIONAL FIELD. ADVANCED STUDY PREFERRED.

YEARS & TYPE OF EXPERIENCE: 15 YEARS PROFESSIONAL EXPERIENCE INCLUDING 8 YEARS IN MANAGEMENT. MINIMUM 5 YEARS EXPERIENCE MANAGING COMPLEX OD, CONSULTING OR TRAINING PROJECTS...BROAD KNOWLEDGE OF INSTRUCTIONAL DESIGN, ORGANIZATIONAL DEVELOPMENT AND RELATED FIELDS.

GENERAL RESPONSIBILITIES: PROJECT PLANNING AND OVERALL PROJECT MANAGEMENT, CLIENT RELATIONS, SELECTION OF CONSULTANTS, QUALITY CONTROL, BUSINESS DEVELOPMENT AND CONTRACT NEGOTIATION. CREATION OF CONSULTING TEAMS FOR LARGE AND COMPLEX PROJECTS THAT INCLUDE TECHNICAL EXPERTS...INCLUDES COACHING SENIOR EXECUTIVES WHO HAVE BREAD SCOPE OF RESPONSIBILITIES AT GRADE 15 AND SES LEVELS.

SENIOR CONSULTANT

EDUCATIONAL REQUIREMENTS: MASTERS DEGREE IN ORGANIZATIONAL BEHAVIOR, MANAGEMENT, PSYCHOLOGY OR RELATED PROFESSIONAL FIELD PREFERRED, OR CERTIFICATION IN OD FROM A RECOGNIZED PROGRAM OR INSTITUTION OF HIGHER LEARNING. BACHELOR'S DEGREE IN RELATED FIELD REQUIRED.

YEARS & TYPE OF EXPERIENCE: 8 YEARS PROFESSIONAL EXPERIENCE INCLUDING 2 YEARS IN MANAGEMENT. MINIMUM 5 YEARS EXPERIENCE DESIGNING AND

CONDUCTING COMPLEX OD, CONSULTING OR TRAINING PROJECTS...BROAD KNOWLEDGE OF INSTRUCTIONAL DESIGN AND ORGANIZATION DEVELOPMENT.

GENERAL RESPONSIBILITIES: PROJECT PLANNING AND IMPLEMENTATION. COACHING AND ORIENTATION OF CONSULTANTS AND PROJECT ASSOCIATES AS NEEDED. ABLE TO INDEPENDENTLY DESIGN AND IMPLEMENT ORGANIZATION DEVELOPMENT INTERVENTIONS AND PERFORM TEAM AND INDIVIDUAL COACHING.

CONSULTANT

EDUCATIONAL REQUIREMENTS: MASTERS DEGREE OR GRADUATE CERTIFICATE IN ORGANIZATIONAL BEHAVIOR, MANAGEMENT, PSYCHOLOGY OR RELATED PROFESSIONAL FIELD PREFERRED. BACHELOR'S DEGREE IN RELATED FIELD REQUIRED.

YEARS & TYPE OF EXPERIENCE: 3 YEARS PROFESSIONAL EXPERIENCE DESIGNING AND CONDUCTING OD, CONSULTING OR TRAINING PROJECTS...BROAD KNOWLEDGE OF INSTRUCTIONAL DESIGN AND ORGANIZATION DEVELOPMENT.

GENERAL RESPONSIBILITIES: DEVELOP AND IMPLEMENT SMALL GROUP, TEAM AND INDIVIDUAL INTERVENTIONS...ABLE TO FACILITATE TEAMS AND GROUPS AND DESIGN AND IMPLEMENT "ON-THE-SPOT" INTERVENTIONS AND TRAINING ACTIVITIES...CO-FACILITATE LARGE SESSIONS OR COMPLEX SIMULATIONS WITH A SENIOR OR PRINCIPAL CONSULTANT.

FACILITATOR

EDUCATIONAL REQUIREMENTS: MASTERS DEGREE OR GRADUATE CERTIFICATE IN ORGANIZATIONAL BEHAVIOR, MANAGEMENT, PSYCHOLOGY OR RELATED PROFESSIONAL FIELD PREFERRED. BACHELORS DEGREE IN RELATED FIELD REQUIRED.

YEARS & TYPE OF EXPERIENCE: 3 YEARS EXPERIENCES AS A MANAGER OR TRAINER. BROAD KNOWLEDGE OF INSTRUCTIONAL DESIGN AND ORGANIZATION DEVELOPMENT.

GENERAL RESPONSIBILITIES: IMPLEMENT PREVIOUSLY DESIGNED SMALL GROUP, TEAM AND INDIVIDUAL INTERVENTIONS. ABLE TO FACILITATE TEAMS AND GROUPS AND DESIGN AND IMPLEMENT "ON-THE-SPOT" INTERVENTIONS AND TRAINING ACTIVITIES.

PROJECT ASSOCIATE

EDUCATIONAL REQUIREMENTS: BACHELORS DEGREE OR EQUIVALENT AND 3-5 YEARS EXPERIENCE AS A SENIOR ADMINISTRATOR OR MANAGER WITH BROAD KNOWLEDGE OF ORGANIZATIONAL PROCESSES.

YEARS & TYPE OF EXPERIENCE: 6 MONTHS PROFESSIONAL EXPERIENCE DESIGNING AND CONDUCTING TRAINING PROJECTS OR GROUP/TEAM MEETINGS. OTHER PROFESSIONAL OR MANAGEMENT EXPERIENCE MAY BE SUBSTITUTED. GENERAL KNOWLEDGE OF THE CONSULTING PROCESS, SURVEY PROCESS, INSTRUCTIONAL DESIGN AND ORGANIZATION DEVELOPMENT.

GENERAL RESPONSIBILITIES: PROVIDES OVERALL COORDINATION FOR LARGE COMPLEX PROJECTS IN ADMINISTERING SURVEYS, COORDINATING DATA GATHERING EFFORTS, CAPTURING FOCUS GROUP DATA, PREPARING SURVEY REPORTS AND SERVING AS THE INTERFACE BETWEEN THE CONSULTING TEAM AND THE CLIENT ORGANIZATION.